

RECEIVED

APR 24 2013

EXIT INTERVIEW



COOK COUNTY
SHERIFF'S MERIT BOARD

TO BE RETAINED IN EMPLOYEES
PERSONNEL FILE

Employee Name LAURENCE DRAUS Today's Date 04-01-2013
Department 231 Employee # 376292 Social Security # [REDACTED]
Job Title COUNTY POLICE OFFICER Date of Hire 04-18-1977
Last Day Worked 03-13-2012 Last Day Paid 05-07-2012
Rate of Pay \$42.323 Vacation Pay 320 Hours, 160 Hours CE TIME
Employment Status: (check one) ☒ Full Time ☐ Part Time
(check one) ☐ Permanent ☐ Probationary

Would you Rehire Employee? ☐ Y ☐ N
COBRA Information Issued ☒ Y ☐ N (attach copy)
Benefits Termination Information Issued? ☐ Y ☐ N
Is Employee Transferring to another Dept. in the County? ☐ Y ☐ N What Dept.?

REASON FOR TERMINATION

VOLUNTARY RESIGNATION

Effective Date 02-22-2013

- ☐ 1 To Attend School
☐ 2 Illness (incl. Family members)
a) was LOA requested ☐ Y ☐ N
b) Dr.'s Statement ☐ Y ☐ N
☐ 3 No Child Care
☐ 4 Dissatisfaction with Job
(Hours, Pay, Working Conditions,
Personality Conflicts) **
☐ 5 Relocation
☐ 6 Pregnancy - LOA requested?
☐ Y ☐ N
☐ 7 Other Employment
Note Where and When, if known **
☒ 8 Retired
☐ 9 Unable to return from LOA
☐ 10 Other **

DISCHARGED

Effective Date _____

- ☐ 11 Violation of Known Rules
a) Absenteeism (Last Day Absent)
b) Tardiness (Last Known Tardy)
c) Absent 3 consecutive days -
No Call (Job Abandonment)
d) Inability to do job (Poor
Work Performance, Attitude)
e) Insubordination **
f) Under Influence of Intoxicants
or Drugs? Referred to EAP?
☐ Y ☐ N
g) Misconduct **
h) Allowed to resign in lieu of discharge
☐ 12 Layoff

** EXPLANATION REQUIRED

EXPLAIN IN DETAIL - REASON FOR TERMINATION (BE SPECIFIC)

55 YRS OF SERVICE

Sec Hyatt
Interviewer/ Supervisor

04-01-2013
Date

Employee

Yann A. Dem

4-2-2013

STATE OF ILLINOIS)) SS
COUNTY OF COOK)

**COOK COUNTY SHERIFF'S
MERIT BOARD**

IN THE MATTER OF:

**SHERIFF'S POLICE OFFICER
LAWRENCE DRAUS**

EMPLOYEE #376292
STAR # 485

RECEIVED

MAY 10 2012

COOK COUNTY
SHERIFF'S MERIT BOARD

DOCKET NO.

1638

COMPLAINT

NOW COMES THOMAS J. DART, Sheriff of Cook County, State of Illinois, and complains of and files written charges for cause against Sheriff's Police Officer Lawrence Draus ("RESPONDENT"), pursuant to 55 ILCS 5/3-7011 & 7012. In support thereof, the Sheriff states as follows:

1. That on April 18, 1977 the RESPONDENT was appointed a Cook County Sheriff's Police Officer assigned to the Cook County Sheriff's Police Department, 1401 South Maybrook Drive, Maywood, Illinois.
2. That on or about June 2011 through and including February 2012 RESPONDENT conspired to commit extortion by obtaining unstamped cigarettes and United States Currency in furtherance of a criminal conspiracy in which RESPONDENT was engaged. The sale of cigarettes requires that tax stamps be placed upon the package before sale to ensure the appropriate taxes are collected.

3. That on or about June 15, 2011 RESPONDENT utilized LEADS, a law enforcement database, to query the license plate of a vehicle that RESPONDENT believed to be involved in the conspiracy to commit the sale of unstamped cigarettes.
4. That on or about December 9, 2011 RESPONDENT contacted a Hickory Hills Police Department detective and after identifying himself as a member of "the Sheriff's Police and an investigator with the Special Ops Unit" and made inquiries about a traffic stop made by Hickory Hills Police that involved an individual RESPONDENT believed to be involved in the conspiracy involving the sale of unstamped cigarettes. RESPONDENT relayed the information he learned from the Hickory Hills Police to a co-conspirator involved in the conspiracy to commit extortion and the sale of unstamped cigarettes.
5. That on January 30, 2012 RESPONDENT accepted a package containing United States Currency from a person he believed to be involved in a conspiracy to possess and sell untaxed cigarettes, and in return agreed "to scare off" an individual who was "hovering around the business" where the illegal sales of unstamped cigarettes was conducted. RESPONDENT also accepted 30 cartons of Marlboro cigarettes from the individual he believed to be involved in the conspiracy.
6. That on February 1, 2012 RESPONDENT, while wearing a Cook County Sheriff's badge, conducted a traffic stop of an individual in the location of the warehouse where the sales of unstamped cigarettes was conducted and told the driver of the vehicle to "hit the road."

7. That the acts of RESPONDENT constituted a violation of federal law, specifically Title 18, United States Code 1951 as well as violations of state and municipal law.
8. That RESPONDENT failed to report to his Commanders in the Cook County Sheriff's Police Department, either orally or in writing, information in his possession regarding persons and places suspected of being involved or connected with violations of federal, state, county or municipal laws and ordinances relating to criminal matters or vice operations.
9. That by his actions, RESPONDENT violated the Rules and Regulations and General Orders of the Cook County Sheriff's Police, specifically:

COOK COUNTY SHERIFF'S POLICE DEPARTMENT RULES AND REGULATIONS

INTRODUCTION

...Violations, breeches and omissions of any rule or rules shall be considered to be actions against the best interest of the Department and/or the community. Such violations shall be punished with disciplinary action as indicated herein.

G.O. NUMBER: ROC 00-01-A.12

XII. CONDUCT REGARDING THE PERFORMANCE OF DUTY

GENERAL DUTIES

12.1 Officers of the Department will be charged with enforcement of all Federal, State and local laws and ordinances, the preservation of the public peace, the protection of life and property, the prevention of crime and the detection and apprehension of violators of the law.

CONFORMITY TO RULES AND REGULATIONS

12.7 It will be the responsibility of every member of the Department to thoroughly familiarize themselves with the rules, regulations, orders and policies of the Department and to conform to and abide by the same. Each officer must have a working knowledge of all such laws and ordinances and render service to the County with enthusiasm, courage and loyalty.

PERFORMANCE OF DUTY

12.9 Officers will maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Any member of the Department who displays reluctance to properly perform his assigned duties, or who acts in a manner tending to bring discredit upon himself or the Department, or whose actions or performance in a position, rank or assignment are below acceptable standards, may be deemed incompetent and will be subject to dismissal from the Department.

DEPARTMENT RECORDS

12.23 Members will not use for their private purposes, information received or acquired during the course of employment or duty.

INFORMATION REGARDING SUSPECTED CRIMINAL OR VICE ACTIVITY

12.25 Officers will report, in writing, to their Commanders all information in their possession regarding persons and places suspected of being involved or connected with violations of federal, state, county or municipal laws and ordinances relating to criminal matters or vice operations. Such reports will be submitted before the conclusion of the tour of duty during which the officer received the information. Information that is received while the officer was off-duty will be reported promptly.

12.28 Except in the discharge of their duties, members will not reveal the existence of or any information regarding Department projects, investigations or operations aimed at the apprehension of criminals or the control or suppression of vice activities.

G.O. NUMBER: ROC 00-01-A.13.1

XIII PERSONAL CONDUCT

STANDARD OF CONDUCT

13.1 Members will conduct themselves on or off-duty in such a manner as to reflect favorably on the Department. Members will not engage in conduct which discredits the integrity of the Department or its employees or which impairs the operation of the Department.

G. O. NUMBER: ROC 00-01-A.16

XVI. VIOLATIONS & DISCIPLINARY ACTION

SUMMARY OF ACTIONS SUBJECT TO DISCIPLINE

16.10 Failure to comply with Departmental Policy, Procedures and Orders will subject the member to Summary discipline. This list does not include all possible violations contained in the Rules and Regulations:

16.11 Violation of any Federal or State law, County or Municipal ordinance.

16.14 Conduct unbecoming a member of the Department.

16.18 Receiving, soliciting or attempting to solicit a bribe of money, gift, present, reward or anything of value for police services rendered, for failure to perform a police service or from a person under arrest or from someone in his behalf.

16.21 Violation of Departmental general or special orders.

16.22 Any other act or omission contrary to good order and discipline of the Department.

G. O. NUMBER: ORG 00 38 A

III. DEFINITIONS

Disciplinary Action: Action that Employees will be subject to when their actions constitute one of the following:

- a. A violation of State, Local, or Federal Law;**
- b. Conduct unbecoming an Employee;**
- c. A violation of written or verbal departmental, rules policy, procedure or orders.**

10. Furthermore, the RESPONDENT's actions violated the Rules and Regulations of the County Sheriff's Merit Board, specifically:

**COOK COUNTY SHERIFF'S DEPARTMENT MERIT BOARD RULES
AND REGULATIONS**

Article X, Paragraph B

**No Police Officer of the Cook County Sheriff's Police
Department, Correctional Officer of the Cook County
Department of Corrections or Deputy Sheriff of the Cook
County Sheriff's Court Services Department will: ...**

- 1. violate any law or statute of any State or of the
United States of America.**
- 3. violate any of the general orders, special orders,
directives or rules and regulations of the Cook
County Sheriff's Office.**

WHEREFORE, THOMAS J. DART, Sheriff of Cook County, maintains that the RESPONDENT, by his conduct, has violated the Rules and Regulations of the Cook County Sheriff's Merit Board, and respectfully requests this Board to hold a hearing on the charges as set forth in the complaint, pursuant to statute, and on proof of said charges, or any part thereof, the Board shall make a finding of guilty and order the RESPONDENT removed from the Cook County Sheriff's Office.

Dated this 08 day of May, 2012,

at Chicago, Illinois

Thomas J. Dart
By: Zelda W

Thomas J. Dart

Sheriff of Cook County